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## The Future of Nursing: Leading Change and Advancing Health Care

Capacity Task Force  
Virginia Health Reform Initiative  
November 16, 2010  
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# IOM: The Future of Nursing

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- ❑ Committee on The Robert Wood Johnson Foundation Initiative on the Future of Nursing
  - ❑ Membership
  - ❑ Opportunity to transform health care system
  - ❑ Provide seamless, affordable, quality care
  - ❑ Nursing profession is the largest segment of the health care workforce
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## **Blueprint – Four Key Messages**

1. Nurses should practice to the full extent of their education and training
  2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression
  3. Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the US
  4. Effective workforce planning and policy making require better data collection and an improved information infrastructure
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1. Nurses should practice to the full extent of their education and training
    - Scope of practice regulations to allow advance practice registered nurses to see patients and prescribe medications without a physician's supervision or collaboration
    - Expand Medicare and Medicaid programs to cover services provided by advance practice registered nurses
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## ☐ Issues

- Regulatory and policy barriers
    - ☐ Legal authority resides in state-based health professionals licensing laws
    - ☐ Laws can limit or promote access to care
  - Barriers promote the economic interest of health care professionals
  - Unsubstantiated concern that quality will be diminished
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## ☐ Recommendations

### ☒ Congress

- ☐ Expand Medicare program to include APRN services within the scope of practice
  - ☐ Amend Medicare to authorize APRN to perform admission assessments and certification of patient for Home health care, hospice and skilled nursing facilities
  - ☐ Extend increase in Medicaid reimbursement rates to APRN
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## ☐ Recommendations continued

### ■ State

- ☐ Reform Scope of Practice regulations

- ☐ Require third-party payers to provide direct reimbursement

### ■ Centers for Medicare and Medicaid

- ☐ Amend requirements for hospital participation in the Medicare program

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2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression
    - Seamless pathways from Licensed Practical Nurse → Associate Degree → Bachelor of Science → Master of Science → PhD and Doctor of Nursing Practice
    - Support nurses' completion of transition – to – practice programs (residency)
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## □ Issues

- Multiple education pathways leading to entry-level license
  - National Council Licensure Examination required for entry – focus will need to shift to include community settings
  - Cost of education
  - Baccalaureate prepared at 50%
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## ☐ Recommendations

- Baccalaureate degree 80% by 2020
  - Doctoral degree double by 2020 (10% BSN)
  - Require all schools of nursing seamless access for nurses to attain higher levels of education – beyond articulation
  - Health Care Organizations should encourage nurses with AD and Diploma to enter BSN within 5 years
  - Pool private and public funds to increase capacity of baccalaureate programs
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- HRSA, state and private increase in loans and grants for second-degree programs
  - Interprofessional Education Collaborative
    - Nursing, Osteopathic, Dental, Pharmacy, Public Health
    - Develop models of collaboration to improve outcomes
  - State Boards of Nursing should support nurse residency programs
    - Secretary of Health and Human Services redirect funding from Diploma programs to support Nurse Residency
    - HCO, HRSA, CMS should fund development of nurse residency programs
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3. Nurses should be full partners, with physicians and other health professionals in redesigning health care in the US
- Support development and evaluation of models of payment and care delivery
  - Collaborate and pool private and public funds to advance research on models of care and innovative solutions, including technology that will enable nurses to contribute to improved health and health care
  - Nursing profession must produce leaders from bedside to boardroom
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## □ Issues

- Leadership skills and competencies must be learned and mastered
  - Leadership skills for community and home settings
  - Leadership to understand population trends
  - Leadership skills to work in team based models which are interprofessional
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## □ Recommendations

- Nurses take responsibility for personal and professional growth
  - Nursing associations provide leadership development and mentoring programs
  - Nursing education should integrate leadership theory and business practices in curriculum
  - Public, private and governmental health care decision makers include nurses on boards, teams and in leadership positions
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4. Effective workforce planning and policy making require better data collection and an improved information infrastructure
    - Build an infrastructure for the collection and analysis of interprofessional health care workforce data
    - Set standards for collection of the minimum data sets
    - Charge is given to the National Health Care Workforce Commission with oversight by the GAO, HRSA and Department of Labor to set minimum standards
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## ☐ Issues

- Gaps in current workforce data
    - ☐ Core data sets on health care workforce supply and demand
    - ☐ Surveillance of healthcare workforce market conditions
    - ☐ Health care workforce effectiveness research (impact of new models of care delivery)
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## ☐ Recommendations

### ☒ Workforce Commission (WC) and HRSA should:

- ☐ Develop and promulgate minimum data sets across states and professions to include nursing, medicine, pharmacy, dentistry etc.
  - ☐ Develop standards for collection
  - ☐ Increase size of the nurse sample survey and conduct every other year instead of every four years
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## ☐ Recommendations continued

- ☐ Develop a monitoring system for the most current analytical approaches for measurement

- ☐ Coordinate workforce research efforts to develop regional health care workforce needs

- ☒ Government Accountability Office should ensure that the Workforce Commission membership includes adequate nursing expertise

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## ☐ Implementation

- Robert Wood Johnson Foundation  
invitational meeting November 30 –  
December 1, 2010
  - Regional Awareness Meeting
    - ☐ Educational Summit members
    - ☐ Additional stakeholders
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<http://www.iom.edu/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx>

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